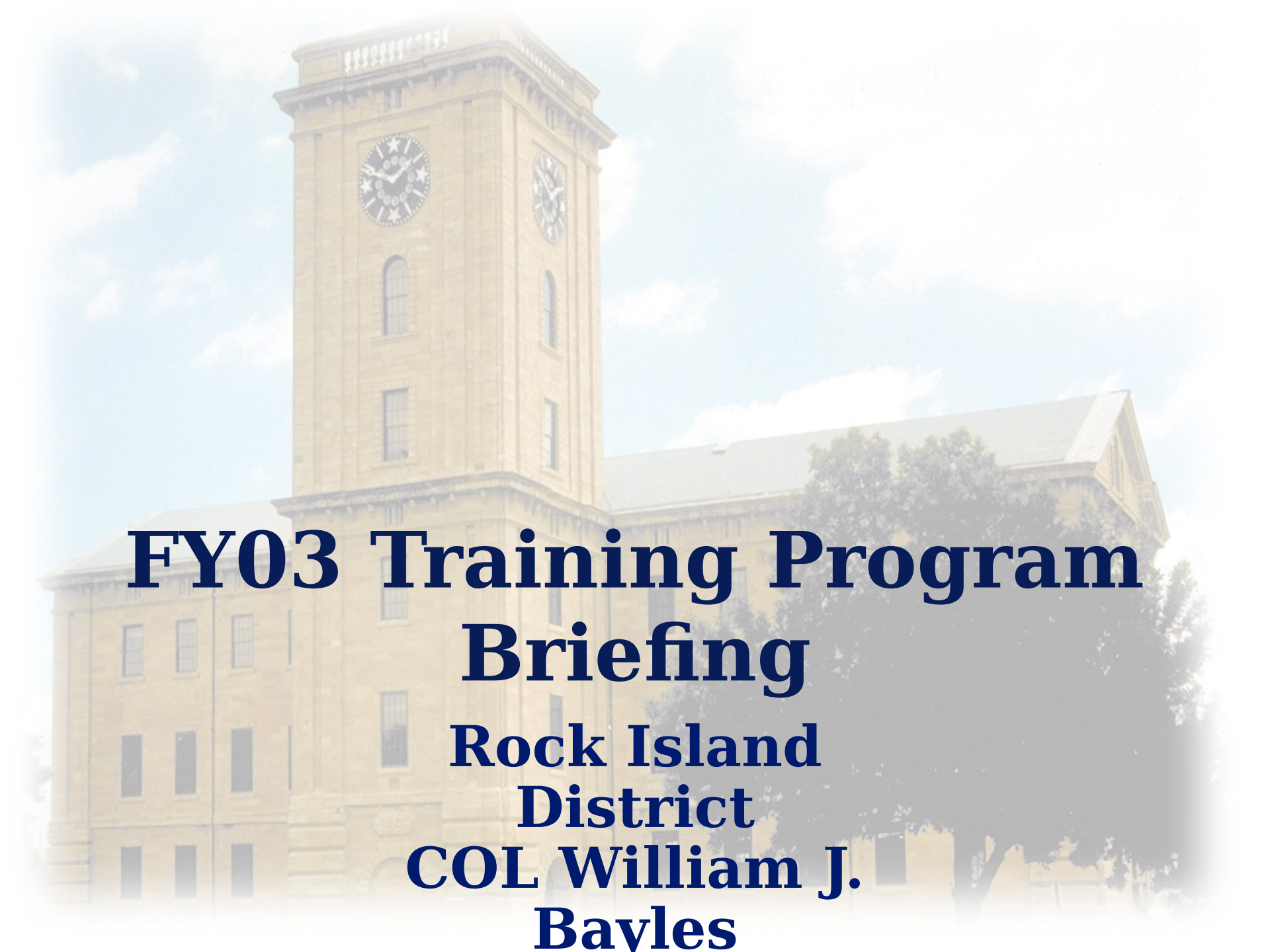


FY03 Training Program Briefing

Rock Island District

COL William J. Bayles

Annual Training Program Briefing Agenda

Opening Remarks	BG Arnold
District Welcome	COL Bayles
District Level Briefing	LTC Brunso
Division/Office Briefings	Kenn Shoemaker
	MAJ Carr
	Ron Fournier
Closing Remarks	BG Arnold

Training Plan Development Process

Training Plan Development Process

MVD Guidance

- Assure our training program supports the goals, strategies and objectives in MVD campaign plan.
- Support the MVD Training and Development Plan (ATMP).
- Support and participate in the MVD Emerging Leaders Program.
- Commit to incorporating Army Performance Improvement Criteria principles into business practices.
- Continue to support existing training commitments.
- Commit the required Executive Development Funds.

Training Plan Development Process

Rock Island District's Mission

Rock Island District applies engineering expertise to provide for navigation, flood protection, environmental restoration, emergency response, and to operate facilities and lands for the public

Mission Essential Task List

- Plan, Design, Deliver Product and Services
- Operate and Maintain Government Facilities
- Regulate Environmental Impacts
- Respond to Emergencies
- Sustain Internal Operations

Assessment of Tasks

Assessment	*FY01*	*FY02*	*FY03*
Plan, Design, Deliver Product and Services	**P**	**P**	**T**
Operate and Maintain Government Facilities	**T**	**T**	**T**
Regulate Environmental Impacts	**T**	**T**	**T**
Respond to Emergencies	**T**	**T**	**T**
Sustain Internal Operations	**P**	**P**	**P**

Assessment

Task: Plan, Design, Deliver Product and Services

	FY01	FY02	FY03
Assessment:	P	P	T

Rationale: + Customer Feedback at PRB

- o PMBP
- o Customer Satisfaction Survey System
- o Military Programs Mission (TIM)
- o New Personnel
- o New Technology
- o Outreach Capability

Assessment

Task: Operate and Maintain Government Facilities

	FY01	FY02	FY03
Assessment:	T	T	T

Rationale: + Execution of the Annual O&M Program
+ Recreational Visitors' Surveys
+ Barge Industry Surveys
+ Water Control
+ Command Assistance Visits
o Workforce Turnover Rate

Assessment

Task: Regulate Environmental Impacts

	FY01	FY02	FY03
Assessment:	T	T	T

Rationale: + Public Hearings/Meetings
+ Stable and Trained Staff

Assessment

Task: Respond to Emergencies

	FY01	FY02	FY03
Assessment:	T	T	T

Rationale:
+ Flood Area Engineers
+ Levee Inspections
+ Intelligence Collection and Analysis
+ EOC
+ Information Management System
+ Flood Response Readiness
+ Experienced Team

Assessment

Task: Sustain Internal Operations

	FY01	FY02	FY03
Assessment:	P	P	P

Rationale:

+ District Management Model
+ Strategic Planning Process
+ Safety Program
+ Training and Career Development
- Technology
- Transitioning HR system

Improvement Strategy

Task: Plan, Design, Deliver Product and Services

Goal: P T

Strategies/Events:

- Train PMBP Curriculum
- Internal leadership development program/developmental assignments
- Executing IDPs
- Institutionalize after action review process

Improvement Strategy

Task: Operate and Maintain Government Facilities

→

Goal: T T

Strategies/Events:

- Lock Master Conference
- Quarterly Managers meetings
- WG CO-OP/WG Training

Improvement Strategy

Task: Regulate Environmental Impacts

Goal: T → T

Strategies/Events:

- Partnering Meetings/Events
- Self group training in plant identification and mitigation success
- Uses other agencies' expertise for training
- Bi-monthly Regulatory team meetings

Improvement Strategy

Task: Respond to Emergencies

Goal: T → T

Strategies/Events:

- Annual EOC Exercise
- PRT Training
- Flood Training Program
- Customer Feedback

Improvement Strategy

Task: Sustain Internal Operations

Goal: P → P

Strategies/Events:

- Strategic Planning Workshop
- METL Process Training
- Long-Term Training
- Leadership Development Program
- AKO

Training Plan Development Process

Commander's FY03 Training Program Guidance

- Strive to become a learning organization.
- Increase skill base in Baldrige criteria principles.
- Train district personnel on the new PMBP Curriculum.
- Provide opportunities for employees to participate in Army and Corps developmental and leadership programs.
- Insure new supervisors completed Supervisory Development Course and LEAD.
- Consider functional conferences as training and budget them in ATMP.
- Be aware of employees meeting qualification standards in their career fields to obtain licenses or certificates.
- Use Army Knowledge Online SmartForce training.

Training Plan Development Process

METL Training Components

- Mandatory Training
- Technical Training
  - PROSPECT
- Developmental Opportuni
  - Fully Funded Schooling
  - Developmental Assignmen
  - Leadership Training
- Professional Certification

Mandatory Training

- District-wide Mandatory Training
  - Consideration for Others
  - Information Technology Security & SAEDA
  - PMBP
- Other Mandatory Training
  - Field Site training (CPR, Boat Operator Training, Dam Safety)
  - New Supervisor (Supervisory Development Course and Leadership Education and Development Course)

Our training programs such as Consideration of Others Training, CorpsPath, and PMBP are all essential for establishing a culture within the organization that embraces change through knowledge and empowerment. How we implement these programs is critical and you all need to be plugged into your training programs to ensure they are conducted effectively.

- ETG Flowers

PMBP Curriculum Training

- Ten employees trained to facilitate
  - Senior Leaders
  - Branch Chiefs
  - Project Delivery Teams
  - Build teams for non PDT members
- Designated training area for FY02 SGD
- Conducted 27 SGD for course 1; over 400 employees trained

Technical Training - PROSPECT

FY02 PROSPECT

- Budgeted for $683,599
- Received 155 allocated spaces

FY03 PROSPECT

- Requested budget for $404,000
- Requested 112 spaces

41% decrease in budget

Professional Certifica

- Courses at universities
- Correspondence courses
- Functional conferences

The Chief Information Officer Program

CIO Certificate Program

Army Correspondence Course Program

Developmental Opportunities

- Fully Funded Civil Scho
  - Compete for both USACE an
- Developmental Assignments
  - Internally Managed
  - Utilize Job Vacancies as Opportunities
- Leadership Programs
  - MVR Leadership Development Program
  - Others

Developmental Opportunities -- Fully Funded School

FY02

- Forwarded 2 applicant packages to USACE
- 1 applicant approved for USACE sponsorship
- 1 attends St. Ambrose University, Davenport

FY03

- Forwarded 3 applicant packages to USACE
- 2 applicant approved for USACE sponsorship
- 1 will attend Iowa State University, Ames, and 1 will attend University of Iowa, Iowa City

Developmental Opportunities -- Developmental Assignments

- Back fills for vacancies
- 120-day assignments in
  - Operations Division (14)
  - Planning, Programs and Project Management Division (5)
  - Construction Division (3)
  - Engineering Division (3)
  - Real Estate Division (2)
  - Resource Management (2)
  - Contracting Division (1)
  - Emergency Management (1)
  - Equal Employment
  - Human Resources (1)

Developmental Opportunities -- Leadership Training

- 1 Defense Leadership and Management Program (DLAMP)
- 1 Leadership for a Democratic Society
- 1 Personnel Management for Executives II
- 2 Organizational Leadership for Execut
- 20 Leadership Education and Develop
- 7 Intern Leadership Development Cour
- 1 Senior Leaders Conference
- 5 MVD Emerging Leaders Program
- 8 MVR Leadership Development Progra
- 1 CP-18 Leadership Development Progr
- 1 Leadership Iowa
- 3 Masters of Organizational Leadership

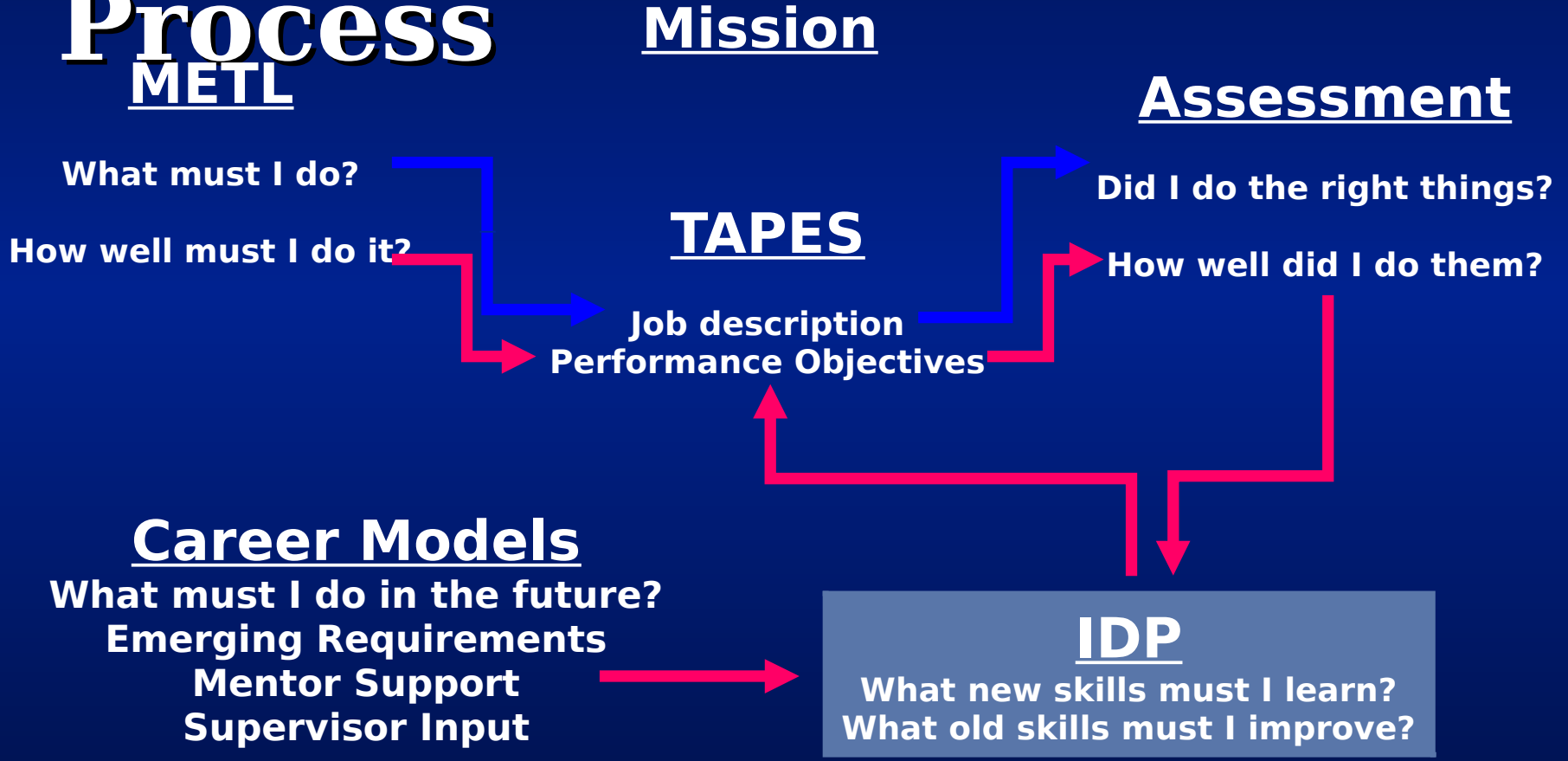
CIVILIAN LEADERSHIP TRAINING
CORE CURRICULUM
(AR 690-400, Chapter 410/413)
EXECUTIVES
MANAGERS
SUPERVISORS
INTERNS
SES Training Conference (Resident)
GO/SES Force Integration (Resident)
CCL (Center for Creative Leadership) (Resident)
EO/EEO Orientation (Resident)
APEX SES Orientation (Resident)
GO/SES Leadership Communications Workshop (PAO)
MDC (Manager Development Course) (Correspondence)
OLE (Organizational Leadership for Executives) (Resident)
PME I/II (Personnel Management for Executives) (Resident)
SDC (Supervisory Development Course) (Correspondence)
LEAD (Leadership Education and Development Course) (on site)
ILDC (Intern Leadership Development Course) (on site)
AODC (Action Officer Development Course) (Correspondence)
Sustaining Base Leadership & Management Program SBLM)
at Army Management Staff College
Defense Leadership and Management Program
Senior Service College
Mandatory
05/01

Developmental Opportunities -- MVR Leaders Development

- Orientation
- Self-Assessments and Feedback
- 2 ½ Day Retreat
- 360º and Feedback
- Core Training Curriculum
- Guest Speakers and Visitors
- Senior staff opportunities
- Book Reviews
- Mentoring Program
- Field Visits
- 80 Hours of Core Training
- Team Project

Training Plan Development Process

Integrating Disparate Programs into METL Process



ATMP IDPs

INITIAL SUBMISSION [ ] UPDATE [ ] Printed: 27-JUN-2002

PRIVACY ACT STATEMENT

Section 4103 of Title 5 to U.S. Code authorizes collection of this information. This information will be used by staff management personnel and the Corps of Engineers Personnel Office, servicing your locality, to plan and/or schedule training and development activities. Collection of your Social Security Number is authorized by Executive Order 9397. Furnishing the information on this form, including your Social Security Number, is voluntary.
If your activity uses the information furnished on this form for purposes other than those indicated above, they will provide you with additional statements reflecting those purposes.

5-YEAR INDIVIDUAL DEVELOPMENT PLAN

Name: ENSEY, ALAENA A	**Development Period:** FY03 to FY07	**Career Program:** CP-18 Engineers and Scientists
Position/Title CIVIL ENGINEER	**Grade:** 11	**Organization:** CEMVR-ED-DN

CERTIFICATIONS/PROFESSIONAL LICENSES

	License	State	Issued	Expires
1.	Professional Engineer	IL	27-OCT-00	30-NOV-04
2.				

1. DEVELOPMENT OBJECTIVES *(Skills/Performance Enhancements, Career Accomplishments, Etc.)*

a. Short-Term Objectives	b. Long-Term Objectives (2-5 Years)
Apply and continually develop technical expertise. Develop and implement environmental engineering principles and program.	Complete doctorate program in environmental engineering. Become program manager/chief of environmental engineering related section.

2. TRAINING

	Course Title	Pri	Course Vendor	Hrs	Labor Cost	Tuition	Trv / PD	Trv / Labor	Other Costs
1.	INFORMATION TECHNOLOGY SECURIT	0	MVR	0	0.00	0.00	0.00	0.00	0.00
2.	SAEDA	0	USACE	1	36.95	0.00	0.00	0.00	0.00
3.	CONSIDERATION OF OTHERS (SPRIN	0	MVR	2	73.89	0.00	0.00	0.00	0.00
4.	CONSIDERATION OF OTHERS (FALL)	0	MVR	2	73.89	0.00	0.00	0.00	0.00
5.	PMBP FOR PDT	0	HQUSACE	40	1,477.80	0.00	0.00	0.00	0.00
6.	ADULT CPR (ACPR) FOR THE WORKP	1	ARCQC	4	147.78	20.00	0.00	0.00	0.00
7.	ECOLOGY FOR ENGRINEERS	1	TRAIN103	36	1,330.02	2,440.00	1,181.00	147.78	0.00
8.	APMS	3	DA	1	36.95	0.00	0.00	0.00	0.00
9.									

ATMP IDPs

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5-YEAR INDIVIDUAL DEVELOPMENT PLAN

Name: BLAZEKOVICH, JEFFREY D	**Development Period:** FY03 to FY07	**Career Program:**
Position/Title LOCK AND DAM SUPERVISOR	**Grade:** 08	**Organization:** CEMVR-OD-IDR

CERTIFICATIONS/PROFESSIONAL LICENSES

	License	State	Issued	Expires
1.				
2.				

1. DEVELOPMENT OBJECTIVES *(Skills/Performance Enhancements, Career Accomplishments, Etc.)*

a. Short-Term Objectives	b. Long-Term Objectives (2-5 Years)

2. TRAINING

	Course Title	Pri	Course Vendor	Hrs	Labor Cost	Tuition	Trv / PD	Trv / Labor	Other Costs
1.	FEMS ALL MODULES	0	TBD	16	651.36	0.00	0.00	0.00	0.00
2.	STANDARD FIRST AID	0	ZEE MEDICAL	2	81.42	35.00	0.00	0.00	0.00
3.	POSH	0	CEMVR	0	0.00	0.00	0.00	0.00	0.00
4.	ADULT CPR RECERT	0	ZEE MEDICAL	2	81.42	35.00	0.00	0.00	0.00
5.	REVIEW OF NAV. NOTICE NO. 1	0	CEMVR	1	40.71	0.00	0.00	0.00	0.00
6.	REVIEW OF 385-1-1	0	CEMVR	2	81.42	0.00	0.00	0.00	0.00
7.	BLOODBORNE PATHOGENS	0	CEMVR	1	40.71	0.00	0.00	0.00	0.00
8.	AIDS TRAINING	0	CEMVR	1	40.71	0.00	0.00	0.00	0.00
9.	SPILL SIMULATION TRAINING	0	CEMVR	1	40.71	0.00	0.00	0.00	0.00
10.	PMBP FOR ALL	0	HQUSACE	5	203.55	0.00	0.00	0.00	0.00
11.	CONSIDERATION OF OTHERS (FALL)	0	MVR	2	81.42	0.00	0.00	0.00	0.00
12.	CONSIDERATION OF OTHERS (SPRIN	0	MVR	2	81.42	0.00	0.00	0.00	0.00

Training Plan Development Process

Training Events Schedule (Rock Island)

EVENT	Occurrence
Consideration of Others	Semi-Annual
Adult CPR	Annual
AIDS Training	Annual
ATMP/METL	Annual
Boat Operator/Refresher	Annual
Bloodborne Pathogens	Annual
Budget Training	Annual
Control of Hazardous Energy	Annual
Crane Safety	Annual
Dam Safety	Annual
District Visitor Training	Annual
Information Technology Security	Annual
Joint Union Management Training	Annual
Low Water Trip	Annual

EVENT	Occurrence
Locking SOP	Annual
Lock Master Conference	Annual
Mitigation Success Training	Annual
MVR Leadership Development Program	Annual
PRT Training	Annual
Plant Identification Training	Annual
Prevention of Sexual Harassment	Annual
Review of Nav. Notice No.1	Annual
SAEDA	Annual
Spill Simulation Training	Annual
Standard First Aid	Annual
Union-Management Joint Training	Annual
Visitor Assistance Training	Annual

FY03 Training Budget Constrained

Category	Labor	Tuition	Trvl & PD	Trvl Labor	Other	TOTAL
Training Events	$1,695,458	$527,244	$258,368	$32,219	$11,902	**$2,525,191**
PMBP	$449,939	0	0	0	0	**$449,939**
PROSPECT	$139,545	$139,820	$105,239	$16,956	$2,440	**$404,000**
TOTAL	$2,284,942	$667,064	$363,607	$49,175	$14,342	**$3,379,130**

Total Training -- % of Labor Base 5.41%

Tuition -- % of Labor Base 1.07%

FY02/FY03 Comparison

FY02

Category	TOTAL
Training Events	$2,489,654
PROSPECT	$683,599
TOTAL	$3,173,253

Total Training -- % of Labor Base 5.39%

Tuition -- % of Labor Base 1.18%

FY03

Category	TOTAL
Training Events	$2,525,191
PROSPECT	$404,000
TOTAL	$3,379,130

Total Training -- % of Labor Base 5.41%

Tuition -- % of Labor Base 1.07%

Operations Division

Mr. Kenn Shoemaker

Operations Division

Mission Statement

The Operations Division provides Operation, Maintenance and Environmental Stewardship of our District projects in order to provide Navigation, Flood Control, Recreation, Natural Resource Management, and Water Supply Benefits/Opportunities to the people and industry of this region.

Operations Division

METL Assessment

METL Task	FY01	FY02	FY03
Provide Navigation Services	T	T	T
Provide Recreational Opportunities		T	T
T			
Maintain and Operate Flood Control		T	T
T			
Reservoirs			
Manage and Protect Lands and Waters		T	T
T			
of the District			
Provide Information to the Public	T	T	T

Operations Division

METL Assessment by Sub Offices

METL Tasks	*MR Project Office*	*ILWS Project Office*	*Tech Support*	*Mgmt Support*	*Coraville Lake*	*Lake Red Rock*	*Saylorville*	*Regulatory*
Provide Navigation Services	T	T	T	-	-	-	-	T
Provide Recreational Opportunities	T	T	T	-	T	T	T	-
Maintain and Operate Flood Control Reservoirs	-	T	-	-	T	T	T	-
Manage and Protect Lands and Waters of the District	T	T	-	-	T	T	T	T
Provide Information to the Public	T	T	P	T	T	T	T	T

Operations Division

METL Training Strategy

METL Task	PROSPECT Courses	Non-USACE Courses	Wage Grade Training	OJT
Provide Navigation Services	P	S	S	S
Provide Recreational Opportunities	S	P	P	
Maintain and Operate Flood Control Reservoirs	P	S	S	S
Manage and Protect Lands and Waters of the District	S	P	P	
Provide Information to the Public	S	P	P	

P = Primary means S = Secondary means

Operations Division

FY03 Training Budget

Category	Labor	Tuition	Trvl & PD	Trvl Labor	Other	TOTAL
Training Events	$974,466	$82,931	$64,973	$11,399	$8,040	**$1,141,809**
PROSPECT	$50,902	$48,125	$40,430	$7,201	$800	**$147,458**
TOTAL	$1,025,368	$131,056	$105,403	$18,600	$8,840	**$1,289,267**

Total Training -- % of Labor Base 3.78%

Tuition -- % of Labor Base 0.38%

Contracting Division

MAJ Jay Carr

Contracting Division

Mission Statement

To deliver on a timely basis the best value product or service to our customer, while maintaining the public trust and fulfilling the District, Division and Corps objectives.

Contracting Division

Vision Statement

To be the procurement center of choice, exceeding customer expectations through the continuous improvement of the procurement process with a trained, professional, and cohesive workforce.

Contracting Division

METL Assessment

METL Task	FY02	FY03
Conduct Acquisition Planning		P
T		
Execute Contract Formation	T	T
Execute Contract Administration		P
P		
VISA Program Administration	P	T

Contracting Division

Revised METL

METL TASK 1.0 Conduct Acquisition Planning

1.1 Conduct Customer Business Analysis and Strategic Planning
1.2 Conduct Market Research
1.3 Review Procurement Requests
1.4 Conduct Requirements Analysis
1.5 Identify Possible Sources
1.6 Determine Competition
1.7 Understand Socioeconomic Requirements
1.8 Determine Offer Evaluation Factors
1.9 Determine Method of Acquisition
1.10 Determine Pricing Arrangements
1.11 Understand Recurring Requirements
1.12 Understand Unpriced Contracts
1.13 Determine Contract Financing
1.14 Understand Obtaining Bonds
1.15 Determine Method of Payment
1.16 Document the Source Selection Plan

Contracting Division

Revised METL

METL TASK 2.0 Execute Contract Formation

2.1 Publicize Proposed Acquisitions
2.2 Understand Subcontracting Requirements
2.3 Issue Oral Solicitation
2.4 Prepare Solicitations
2.5 Respond to Inquiries and Freedom of Information Act Requests
2.6 Conduct Pre-Quote/Pre-Bid /Pre-Proposal Conferences
2.7 Amend/Cancel Solicitations
2.8 Receive Bids
2.9 Understand Bid Acceptance Periods
2.10 Understand Late Bids
2.11 Resolve Mistakes in Bids
2.12 Conduct Price Analysis (Sealed Bidding)
2.13 Determine Responsiveness
2.14 Receive Quotations and Proposals
2.15 Evaluate Non-Price Factors

Contracting Division

Revised METL

ETL TASK 2.0 Execute Contract Formation (Contin

2.16 Analyze Pricing Information from Offerors
2.17 Understand Accounting and Estimating Systems
2.18 Understand Cost Accounting Standards
2.19 Request Audits
2.20 Conduct Price Analysis (Negotiated Acquisitions)
2.21 Conduct Cost Analysis
2.22 Evaluating other Terms and Conditions
2.23 Make Awards Without Discussions
2.24 Conduct Communications
2.25 Establish the Competitive Range
2.26 Determine Negotiation Strategy
2.27 Conduct Discussions /Negotiations
2.28 Determine Responsibility
2.29 Prepare Awards
2.30 Issue Awards and Related Notices
2.31 Conduct Debriefing
2.32 Resolve Protests

Contracting Division

Revised METL

METL TASK 3.0 Execute Contract Administration

3.1 Execute Contract Administration Planning
3.2 Monitor Subcontract Management
3.3 Execute Contract Modification and Adjustment
3.4 Exercise Options
3.5 Execute Task and Delivery Orders
3.6 Execute Commercial/ Simplified Acquisition Remedies
3.7 Execute Noncommercial Acquisition Remedies
3.8 Document Past Performance
3.9 Execute Assignment of Claims
3.10 Administer Securities
3.11 Administer Financing Terms
3.12 Determine Allowability of Costs
3.13 Execute Price and Fee Adjustments
3.14 Understand Invoices
3.15 Collect Contractor Debts
3.16 Administer Special Terms and Conditions
3.17 Resolve Disputes
3.18 Execute Termination
3.19 Conduct Closeout

Contracting Division

Revised METL

METL TASK 4.0 Execute VISA Program Administra

4.1 Execute IMPAC Training
4.2 Conduct Reconciliation
4.3 Conduct Inspections/ Program Review
4.4 Resolve Billing Issues

Contracting Division

METL Assessment by Branches

METL Tasks	*A/E Services*	*Construction*	*Simplified Acquisition/ Visa*
Conduct Acquisition Planning	P	P	P
Execute Contract Formation	T	T	T
Execute Contract Administration	P	P	P
VISA Program Administration	-	-	T

Contracting Division

METL Training Strategy

METL Task	USACE Courses	Non-USACE Courses	DAU	Civil Schooling	In Service Training
Conduct Acquisition Planning	S			P	S
	P				
Execute Contract Formation				P	S
	P				
Execute Contract Administration				P	
	P				
VISA Program Administration			P		P

P = Primary means S = Secondary means

Contracting Division

FY03 Training Plan

COMPONENT STATUS	COMMENTS
USACE Courses	PMBP, PRT Training
Non-USACE Courses NISH	Visa Administration, NIB
Defense Acquisition University (DAU)	SPS Difficult to obtain seats
Civil Schooling	ATAP Funding
In Service Training	Sub task training

Contracting Division

Training Events Schedule

Event	Dates	METL Task Trained
PMBP	FY 02/03	Conduct Acquisition Planning
SPS Conversion	1st Qtr	All METL Tasks
PBSC	2rd Qtr	Execute Contract Formulation
VISA Workshop	3rd Qtr	Administrate Visa Program
NIB/NISH Workshop	4th Qtr	Conduct Acquisition Planning

Contracting Division

FY03 Training Budget

Category	Labor	Tuition	Trvl & PD	Trvl Labor	Other	TOTAL
Training Events	$69,259	$513	$9,600	0	$100	$**79,472**
PROSPECT	0	0	0	0	0	0
TOTAL	$69,259	$513	$9,600	0	$100	$**79,472**

Total Training -- % of Labor Base 8.00%

Tuition -- % of Labor Base 0.05%

Public Affairs Office

Ron Fournier

Public Affairs Office

Mission Statement

The Public Affairs Office employs various communication strategies to inform target audiences of Corps capabilities, opportunities, contributions and accomplishments to increase public awareness and understanding with a goal towards improving the Corps image, identity and internal morale.

Public Affairs Office

METL Assessment

METL Task	FY01	FY02	FY03
Implement Community Relations Program	T	T	T
Implement Command Information Program		T	T
Implement Public and Media Info Program		T	T
Implement Congressional Liaison Program		T	T

Public Affairs Office

METL Training Strategy

METL Task	PROSPECT Courses	Other Gov't Courses	Non-Gov't Courses	OJT
Implement Community Relations Program				P
Implement Command Information Program		S		P
Implement Public & Media Info Program				S P
Implement Congressional Liaison Program				P

P = Primary means S = Secondary means

Public Affairs Office

Training Events Schedule

EVENT	DATES
Defense Information School	2nd Qtr 03
USACE/MVD PA Conference	Nov 02
DA PA Conference	Jan/Feb 03

Public Affairs Office

FY03 Training Budget

Category	Labor	Tuition	Trvl & PD	Trvl Labor	Other	TOTAL
Training Events	$16,838	$0	$8,002	$0	$0	**$24,840**
PROSPECT	0	0	0	0	0	0
TOTAL	$16,838	$0	$8,002	$0	$0	**$24,840**

Total Training -- % of Labor Base 8.21%

Tuition -- % of Labor Base 0.00%

Serving the Army and the Nation
PEOPLE
PROCESS
COMMUNICATION
U.S. ARMY CORPS OF ENGINEERS

Back up slides

Planning, Programs and Project Management Division

Mr. Gary Loss

Planning, Programs and Project Management Division

Mission Statement

The Planning, Programs, and Project Management Division provides planning, resource analysis, evaluation, and management services to satisfy a wide spectrum of water resource needs and goals, support to military missions and other requested support for our District customers, partners, and stakeholders.

Planning, Programs and Project Management Division

METL Assessment

METL Task	FY01	FY02	FY03
Develop leaders and teams who deliver products to customers.	P	P	P
Conduct water resources development to address regional needs.	T	P	P
Lead the Project Management Business Process.		P	P
Develop skills for federal appropriations and funds management.	T	P	P
Sustain and grow expertise in economic,	T		

Planning, Programs and Project Management Division

METL Assessment by

METL Tasks	*Project Mgmt*	*Programs Mgmt*	*Econ & Env Analysis*
Develop leaders and teams who deliver products to customers.	**P**	**P**	**P**
Conduct water resources development to address regional needs.	**P**	**P**	**P**
Lead the Project Management Business Process.	**P**	**P**	
Develop skills for federal appropriations and funds management.	**P**	**P**	
Sustain and grow expertise in economic, social and environmental	**P**		**P**

Planning, Programs and Project Management Division

METL Training Strategy

METL Task	PROSPECT Courses	Other Gov't Courses	Non-Gov't Courses	Development Assignment	OJT
Develop leaders and teams who deliver products to customers.	P	S	S	S	S
Conduct water resources development.	S	S	S	S	P
Lead the Project Management Business Process.	S	P	S	S	S
Develop skills for federal appropriations and funds management.	S			S	P
Sustain and grow expertise in economic, social and environmental analysis.	S	P	S	S	S
Knowledge of laws and Corps regulations	S	P	S	S	S

P = Primary means

S = Secondary

Planning, Programs and Project Management Division

FY03 Training Plan

COMPONENT	COMMENTS	STATUS
PROSPECT Courses	PROSPECT training focusing on develop technical expertise and orienting new emp	
Other Gov't Courses	Large portion of the budget devoted to PM Budget includes funding for planner cor and leadership development. In addition we are using offerings from the USDA grad school and training requirements for CP11 certification	
Non-Gov't Courses	Focused on technical courses (GIS, envir conferences, college and graduate schoo	
Developmental On The Job Training	Will seek opportunities as appropr IDP's developed and updated on annual recognize mentoring and OJT. Requiring rotational training for new professionals.	

Planning, Programs and Project Management Division

FY03 Training Budget

Category	Labor	Tuition	Trvl & PD	Trvl Labor	Other	TOTAL
Training Events $326,756		$262,525	$40,050	$24,066	$115	$0
PROSPECT	$16,551	$16,650	$12,259	$270	$0	**$45,730**
TOTAL	$279,076	$56,700	$36,325	$385	$0	**$372,486**

Total Training -- % of Labor Base 7.58%

Tuition -- % of Labor Base 1.16%

Engineering Division

Mr. Joseph Raoul

Engineering Division

Mission Statement

The Engineering Division provides engineering and architectural analysis, designs and services for the construction, operations, maintenance and remediation of a wide range of water resource, infrastructure and military projects to our District customers, partners, and stakeholders.

Engineering Division

METL Assessment

METL Task	FY01	FY02	FY03
Provide technical and managerial expertise for design, review and operations and maintenance of District projects.	T	T	T
Comply with environmental laws and regulations	T	T	T
Provide water control management	T	T	T
Provide survey and geotechnical field investigation	P	P	P
Conduct A/E selection and evaluations	P	T	T

Engineering Division

METL Assessment by Branches

METL Tasks	*Cost Eng*	*Hydro & Hydraulics*	*Geo Tech*	*Design*	*Survey*
Provide technical and managerial expertise for design, review and operations and maintenance of District projects.	**T**	**T**	**P**	**T**	**P**
Comply with environmental laws and regulations		**T**	**T**	**T**	
Provide water control management		**T**	**T**		
Provide survey and geotechnical field investigation					**P**
Conduct A/E selection and evaluations	**P**	**P**	**P**	**T**	**T**
Provide ordnance and explosives project assistance or support				**T**	

Engineering Division

METL Training Strategy

METL Task	PROSPECT Courses	Non-PROSPECT	OJT	Intern Program	Dev. Assign
Provide technical and managerial expertise for design, review and operations and maintenance of District projects.	P	S	S	P	S
Comply with environmental laws and regulations	P	S	S	P	S
Provide water control management	S	S	P	S	P
Provide survey and geotechnical field investigation	P	S	S	P	S
Conduct A/E selection and evaluations	P	P	S	P	S
Provide ordnance and explosives project	P	S	S	P	P

P = Primary means
S = Secondary

Engineering Division

FY03 Training Plan

COMPONENT	COMMENTS	STATUS
PROSPECT Courses	Unique courses typically not available in private industry.	
Non-PROSPECT Courses	None available in local ar Attend to integrate common industry standards into design.	
On-the-job Training (OJT)	Main tool to meet internal needs engineering mission performance.	
Intern Rotational Assignments	Subset of OJT. Provides e ee with perspective of District Office inter-action.	
Developmental Assignment	Tool to meet critical inter ee - used as required.	

Engineering Division

FY03 Training Budget

Category	Labor	Tuition	Trvl & PD	Trvl Labor	Other	TOTAL
Training Events	**$497,960**	$391,863	$43,644	$47,513	$13,158	$1,782
PROSPECT	$42,513	$46,340	$32,736	$6,806	$200	**$128,595**
TOTAL	$434,376	$89,984	$80,249	$19,964	$1,982	**$626,555**

Total Training -- % of Labor Base 5.35%

Tuition -- % of Labor Base 0.77%

Office of Counsel

Mr. Larry Barnett

Office of Counsel

Mission Statement

The Office of Counsel provides accurate, clear, responsive, and timely legal advice and services to the Commander and staff of the Rock Island District to support the District's mission.

Office of Counsel

METL Assessment

METL Task	FY01	FY02	FY03
Furnish legal advice to Commander/Staff	P	P	P
Represent District in litigation and disputes	P	P	P
Legal sufficiency reviews	P	P	P
Contractual & non-contractual claims resolution	P	P	P

Office of Counsel

METL Training Strategy

METL Task	PROSPECT Courses	Non-USACE Courses	Professional Certification	Internal Training
Furnish legal advice to Commander/staff		P	P	S	S
Represent District in litigation & disputes		P	P	S	S
Legal sufficiency reviews	P	P	S	S	
Contractual & non-contract resolution		P	P	S	S

P = Primary means
S = Secondary

Office of Counsel

FY03 Training Plan

COMPONENT	COMMENTS	STATUS
PROSPECT Courses	2 scheduled	
Non-USACE Courses	Readily available	
Professional Certification	Maintained annually	
Internal Training	Mandatory training	
School	Under development	
Developmental Assignment	Partially completed	

Office of Counsel

Training Events Schedule

EVENT	DATES
FOIA & Privacy Act Workshop	FY03, 1st Qtr
Trial Attorney	FY03, 1st Qtr
PCA/Finance Plan Dev	FY03, 1st Qtr
Government Contracts Year-in -Review	FY03, 2nd Qtr
New Developments in Bid Protests	FY03, 2nd Qtr
Chief Counsel's WWLSC	FY03, 2nd Qtr
Disability Discrimination Law & Practice	FY03, 2nd Qtr
National Environmental Policy Act	FY03, 3rd Qtr

Office of Counsel

FY03 Training Budget

Category	Labor	Tuition	Trvl & PD	Trvl Labor	Other	TOTAL
Training Events $41,905		$25,065	$4,160	$12,680	$0	$0
PROSPECT	$4,611	$3,210	$2,590	$0	$0	**10,411**
TOTAL	$29,676	$7,370	$15,270	$0	$0	**$52,316**

Total Training -- % of Labor Base 10.34%

Tuition -- % of Labor Base 1.46%

Real Estate Division

Mr. Ralph J. Werthmann

Real Estate Division

Mission Statement

The Real Estate Division provides real estate information, products, and services for the acquisition, management, and disposal of lands and facilities under its jurisdiction for the Nation.

Real Estate Division

METL Assessment

METL Task	FY01	FY02	FY03
Plan for the acquisition of real property interests.	T	P	T
Acquire real property for fully federal projects.	T	T	T
Produce/implement Project Cooperation Agreements for local sponsors for cost-shared projects.	P	P	P
Manage Federally owned real property.	T	P	P
Dispose of unneeded federal owned real property.	T	T	T

Real Estate Division

METL Training Strategy

METL Task	PROSPECT Courses	Non-USACE Courses	Professional Certification	School
Plan for the acquisition of real property interests.	S	P	P	S
Acquire real property for full federal projects.	S	P	P	S
Produce/implement Project Cooperation Agreements for local sponsors for cost-shared projects.	S	P	P	S
Manage federally owned real property.	P	P	S	S
Dispose of unneeded federal owned real property.	S	P	P	S

P = Primary means S = Secondary means

Real Estate Division

FY03 Training Plan

COMPONENT	COMMENTS	STATUS
PROSPECT Courses	FY03 needs met	
Non-USACE Courses	Variety of sources avail.	
Professional Certification	Appraiser license maintained annually.	
Schooling	1 correspondence	
Internal Training	Ongoing	

Real Estate Division

FY03 Training Budget

Category	Labor	Tuition	Trvl & PD	Trvl Labor	Other	TOTAL
Training Events $85,328		$51,662	$11,052	$22,614	$0	$0
PROSPECT	$7,919	$6,615	$7,529	$0	$0	**$22,063**
TOTAL	$59,581	$17,667	$30,143	$0	$0	**$107,391**

Total Training -- % of Labor Base 5.46%

Tuition -- % of Labor Base 0.88%

Construction Division

Mr. Paul Kowalczyk

Construction Division

Mission Statement

The Construction Division provides contract administration, quality assurance, construction management, technical services, in support of our Nation.

Construction Division

METL Assessment

METL Task	FY01	FY02	FY03
Construction Contract Administration	P	P	P
Construction Quality Assurance	T	P	P
Technical Services and Activities	T	P	P

Construction Division

METL Training Strategy

METL Task	PROSPECT Courses	Non-USACE Courses	Schooling	DAU
Construction Contract Admin.	S	S	S	P
Construction QA	P	S	S	
Technical Services and Act.	P	S	S	

P = Primary means
S = Secondary

Construction Division

FY03 Training Plan

COMPONENT	COMMENTS	STATUS
PROSPECT Courses	QA training	
Non-USACE Courses	DAU for DAWIA	
Schooling	Long-Term Training & after hours college	
Developmental Assignment	Use for employee gro & S&A management	
Internal Training	Mentoring for RMS & CD business processes	

Construction Division

FY03 Training Budget

Category	Labor	Tuition	Trvl & PD	Trvl Labor	Other	TOTAL
Training Events $153,874		$142,945	$10,885	$0	$44	$0
PROSPECT	$10,686	$9,410	$5,652	$2,009	$0	**$27,757**
TOTAL	$153,631	$20,295	$5,652	$2,053	$0	**$181,631**

Total Training -- % of Labor Base 9.11%

Tuition -- % of Labor Base 1.02%

Resource Management Office

Mr. Mike Bunch

Resource Management Office

Mission Statement

The Resource Management Office provides quality, accurate, reliable, and timely services to our customers through providing financial analysis and information, resource and reference material, properly maintaining District financial records, and providing District support to achieve maximum customer satisfaction and serve as a model for other Corps Districts.

Resource Management Office

METL Assessment

METL Task	FY01	FY02	FY03
Receive, Distribute, Account for and Control Funds	P	P	P
Develop, Monitor, Analyze and Report on District Operating Budget	P	P	P
Manage Manpower	P	P	P
Conduct Management Analysis Activities	P	P	P
Interface With Human Resources Processes	P	P	P

Resource Management Office

METL Assessment by Branches

METL Tasks	*Budget, Manpower & Mgmt Analysis*	*Finance & Accounting*
Receive, Distribute, Account for and Control Funds	**-**	**P**
Develop, Monitor, Analyze and Report on District Operating Budget	**P**	**-**
Manage Manpower	**P**	**-**
Conduct Management Analysis Activities	**P**	**-**
Interface With Human Resources Processes	**P**	**-**
Provide Customer Support to District for interfaces	**P**	**P**

Resource Management Office

METL Training Strategy

METL Task	PROSPECT Courses	Non-USACE Courses	Professional Certification	School	OJT
Receive, Distribute, Account for and Control Funds	P	P	S	S	P
Develop, Monitor, Analyze and Report on District Operating Budget	P	P	S	S	S
Manage Manpower	P	P	S	S	P
Conduct Management Analysis Activities	P		S	S	S
Interface with Human Resources Processes	P	P	S	S	S
Provide Customer Support to District	P				

P = Primary means

S = Secondary

Resource Management Office

FY03 Training Plan

COMPONENT	COMMENTS	STATUS
PROSPECT Courses	No CEFMS Courses	
Non-USACE Courses	USDA, Commercial	
Professional Certification	CP-11 Program	
Schooling	One full time - August	
Developmental Assignment	One time Studies, 12[illegible] temp promotions	
Internal Training	Cross-Training, one time efforts, PAT	

Resource Management Office

FY03 Training Budget

Category	Labor	Tuition	Trvl & PD	Trvl Labor	Other	TOTAL
Training Events $150,350		$37,177	$91,475	$18,255	$3,443	$0
PROSPECT	$4,396	$3,420	$3,300	$605	$0	**$11,721**
TOTAL	$41,573	$94,895	$21,555	$4,048	$0	**$162,071**

Total Training -- % of Labor Base 5.05%*

Tuition -- % of Labor Base 0.71%*

** This does not include $85,000 tuition for MVR Leadership Development Contract*

Emergency Management Division

Mr. Terry Stieger

Emergency Management Division

Mission Statement

The Emergency Management Division ensures District emergency preparedness through flood system inspections, response team readiness, customer participation and continuous planning and process improvement.

Emergency Management Division

METL Assessment

METL Task	FY01	FY02	FY03
Assess Event	T	T	T
Determine Response	T	T	T
Activate Response	T	T	P
Provide Response Assistance	T	T	P
Provide Recovery Assistance	T	T	P
Provide Preparedness	T	T	P
Manage EM Business Activities	T	T	P

Emergency Management Division

METL Training Strategy

METL Task	PROSPECT Courses	Non-USACE Courses	Schooling	OJT
Assess Event	P	S	S	P
Determine Response	P	S	S	P
Activate Response	S	S	P	P
Provide Response Assist	S	S	S	P
Provide Recovery Assist	S	S	S	P
Provide Preparedness	P	S	S	P
EM Business Activities	P	S	P	S

P = Primary means

S = Secondary

Emergency Management Division

FY03 Training Plan

COMPONENT STATUS	COMMENTS
PROSPECT Courses	Under Development
Non-USACE Courses	Readily Available
Schooling	Readily Available
Internal Training	Mandatory Training EM Response Business

Emergency Management Division

Training Events Schedule

EVENT	DATES
EOC Levee Exercise	FY03, 1st Qtr
PRT Training	FY03, 3rd Qtr
Spring Flood Exercise Training	FY03, 2nd Qtr
ENGLink Training	FY03, 3rd Qtr
EM Financial Training	FY03, 3rd Qtr
Civil Emergency Management Training	FY03, 4th Qtr

Emergency Management Division
FY03 Training Budget

Category	Labor	Tuition	Trvl & PD	Trvl Labor	Other	TOTAL
Training Events $124,283		$29,564	$76,044	$18,475	$0	$200
PROSPECT	$0	$0	$0	$0	$0	**$0**
TOTAL	$29,564	$76,044	$18,475	$0	$200	**$124,283**

Total Training -- % of Labor Base 13.5%*

Tuition -- % of Labor Base 0.29%*

** This does not include $75,000 for Spring Flood Exercise Training*

Equal Employment Opportunity Office

Ms. Liz Robinson

EEO
Mission Statement

The Equal Employment Opportunity Office ensures fair and equitable treatment of all personnel and applicants for employment, coordinates and executes diversity programs and conducts awareness training for the purpose of reshaping the culture and developing a highly professional team that is reflective of our nation's diversity.

EEO OFFICE
METL Assessment

METL Task	FY01	FY02	FY03
Process Formal & Informal Complaints	P	P	P
Develop & Execute an AEP	P	P	P
Ensure the District Complies with Applicable Regulations & Policies	T	T	T
Plan & Execute Special Emphasis Program	P	P	P
Execute Consideration of Others Program	T	T	T

EEO Office

METL Training Strategy

METL Task	PROSPECT Courses	Other Gov't Courses	Non-Gov't Courses	OJT	
Process Formal & Informal Complaints		S	P	S	P
Develop & Execute an AEP	S	P	S	P	
Ensure the District Complies with Applicable Regulations and Policies	S	P	S	P	
Plan & Execute Special Emphasis Program		S	P	P	S
Execute Consideration of Others Program		S	P	S	S
Agencies					

P = Primary means

S = Secondary

EEO Office

FY03 Training Plan

COMPONENT STATUS	COMMENTS
PROSPECT Courses	Professional Development Corps Specific Training
Non-USACE Courses	Limited Usage, SPS, Software Partnering, Customer Focus To also include Collateral Counselor/SEPM Training
Internal Training Training, OJT, Past Performance	Rely on Previous

EEO Office

Training Events Schedule

EVENT	DATES
CO2/POSH	May & Nov 2003
EEO Counselor Update Training	Various
SEPM Conference Training	Various
MVD EEO Conference	May 2003
USACE Regional	Various
STET Technology Security	Various
EEO Update for Supervisors	Nov 2002 & Feb 2003
Mentoring Program	6 months
2003	

EEO Office

FY03 Training Budget

Category	Labor	Tuition	Trvl & PD	Trvl Labor	Other	TOTAL
Training Events $71,193		$25,598	$34,000	$7,770	$3,825	$0
PROSPECT	0	0	0	0	0	**0**
TOTAL	$25,598	$34,000	$7,770	$3,825	$0	**$71,193**

Total Training -- % of Labor Base 13.5%*

Tuition -- % of Labor Base 0.29%*

- *This does not include $22,000 for Mentoring Program nor does it include $22,024 for collateral duties EEO personnel*

Safety Office

Dean Magee

Safety Office

Mission Statement

The Safety Office provides safety services and safety program management to ensure that our District provides a safe and healthy environment for its employees, contractors, and the public.

Safety Office

METL Assessment

METL Task	FY00	FY01	FY02
Promote accident prevention	P	P	T
Manage Medical Surveillance Program	T	P	T
Conduct accident tracking and trend analysis	T	T	P

Safety Office

METL Training Strategy

METL Task	PROSPECT Courses	Other Gov't Courses	Non-Gov't Courses	OJT	
Promote accident prevention	S	S	P	P	
Manage Medical Surveillance Program		S	S	S	P
Conduct acc't tracking and trend analysis	P		S	S	S

P = Primary means

S = Secondary

Safety Office

FY03 Training Plan

COMPONENT STATUS	COMMENTS
PROSPECT Courses	Professional Development Corps Specific Training
Non-USACE Courses	Limited Usage, SPS, Software Partnering, Customer Focus
Internal Training Training, OJT,	Rely on Previous Past Performance

Safety Office

Training Events Schedule

EVENT	DATES

Safety Office

FY03 Training Budget

Category	Labor	Tuition	Trvl & PD	Trvl Labor	Other	TOTAL
Training Events $1,506		$1,506	$0	$0	$0	$0
PROSPECT	$0	$0	$0	$0	$0	**$0**
TOTAL	$ 1,506	$0	$0	$0	$0	**$1,506**

Total Training -- % of Labor Base 1.22%

Tuition -- % of Labor Base 0.00%

Internal Review

Mission Essential Task List

METL Task	FY03	FY04
Conduct audits	P/T	P/T
Coordinate external audit work and reports	T	T
Administer Internal Review Program	P/T	P/T
Support HQ and District Initiatives	P/T	P/T

METL Tasks to Training Crosswalk

METL Task					Prospecting	Non-USACE Courses
Conduct audits					S	P
Coordinate external audit work and reports					S	P
Administer Internal Review Program					S	P
Support HQ and USACE initiatives	P				S	

Internal Review FY03 Training Plan

COMPONENT	COMMENTS	STATUS
Prospect Courses	None Scheduled	
Non-USACE Courses	Tentatively scheduled	
Schooling	None Scheduled	
Internal Training	Ongoing	

Internal Review Training Events Schedule

EVENT	DATES
MS ACCESS - Advanced	FY03, 2nd Qtr
Advanced EXCEL	FY03, 2nd Qtr
Basic ACCESS	FY03, 3rd Qtr
AGA CPEOnline	Thru out FY03
JofA CPE Direct	Thru out FY03
Mandatory Training	Thru out FY03

Internal Review FY03 Training Budget - Constrained

Category	Labor	Tuition	Per Diem	Travel	Total
Training Event	$6520	$728	$0	$0	$7377
PROSPECT	$0	$0	$0	$0	$0
TOTAL	$6520	$728	$0	$0	$7377

Internal Review FY03 Training Budget - Constrained

Category	Labor	Tuition	Per Diem	Travel	Total
Training Event	$6520	$728	$0	$0	$7377
PROSPECT	$0	$0	$0	$0	$0
TOTAL	$6520	$728	$0	$0	$7377

Information Management Office

Jeanne Elliott

Information Management Office

- Information Management administers all Information Mission Areas to include: voice and data communications, desktop, client/server, and web-based automation, libraries, records Management, printing and publications, multi-media materials and CD production, desktop customer assistance, programming, and database administration.

IM METL Assessment

METL Task	FY01	FY02	FY03
Information Assurance	T	T	T
Technological Competence	T		T
Research/Plan for Future IT	P		P
Mission Support/ Customer Service		T	

These are all on-going efforts! For IT, ‘fully trained’ is te

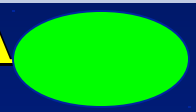
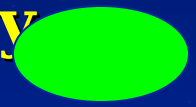
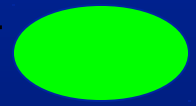
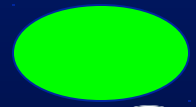
IM METL Crosswalk

METL Task	Army *	Vendor/non-gov't	CBT	OJT	Conference	
Information Assurance	P	S	P	S	P	
Technological Competence		S	P	P	P	S
Research/Plan for Future IT		P	P	S	S	P
Mission Support/ Customer Service	S	P	P	P	S	

P = Primary means

*Note: MVR partners with RIA on

IM FY03 Training Plan

COMPONENT	COMMENTS	STATUS
Army training	Spaces limited for IA	
Local Vendor (technical training)	Used extensively	
Computer Based Training (Army provided/other)	Used frequently	
Internal Training (videos etc)	For team buildi customer service	
Conferences		

IM Training Events Schedule

EVENT	DATES
IM Staff Meetings	Monthly
IM Staff Customer Service Training	at least QTRLY
Ad Hoc Team building	at least QTRLY
Information Technology Security	per regulation/ various

Information Management Office FY03 Training Budget

Category	Labor	Tuition	Trvl & PD	Trvl Labor	Other	TOTAL
Training Events	$76,887	$21,180	$16,338	-0-	$ 2,180	$ 116,585
PROSPECT	$ 1,289	$ 1,400	$ 1,040	-0-	-0-	$ 3,729
TOTAL	$78,176	$22,580	$17,378	-0-	$ 2,180	$120,314

Total Training -- % of Labor Base 10.52%

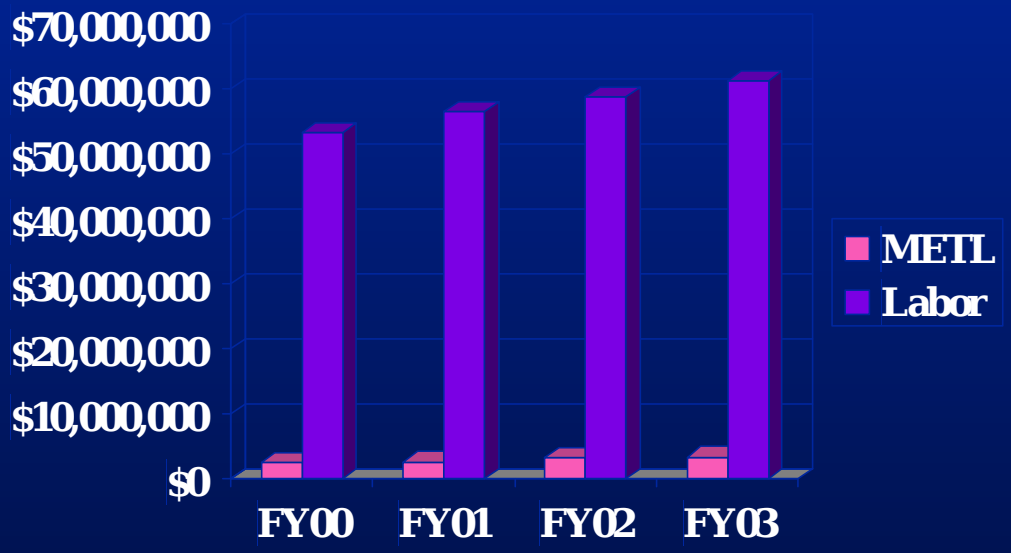
Tuition -- % of Labor Base 1.96%

FY03 Training Budget By Office

OFFICE	HRS	LABOR COST	TUITION	TRVPD	TRVLAB	OTHER COSTS	TOTAL
CEMVR-CD	3,044	$153,631	$20,295	$5,652	$2,053	$0	**$181,631**
CEMVR-CT	2,508	$69,259	$513	$9,600	$0	$100	**$79,472**
CEMVR-DB	107	$5,147	$1,488	$2,220	$0	$0	**$8,855**
CEMVR-DE	641	$13,492	$111,650	$6,300	$210	$0	**$131,652**
CEMVR-ED	10,478	$434,376	$89,984	$80,249	$19,964	$1,982	**$626,555**
CEMVR-EE	620	$25,598	$34,000	$7,770	$3,825	$0	**$71,193**
CEMVR-EM	789	$29,564	$76,044	$18,475	$0	$200	**$124,283**
CEMVR-IM	1,826	$78,890	$22,580	$16,338	$0	$3,220	**$121,028**
CEMVR-IR	149	$6,701	$728	$0	$0	$0	**$7,429**
CEMVR-LM	433	$14,666	$2,094	$305	$90	$0	**$17,155**
CEMVR-OC	496	$29,676	$7,370	$15,270	$0	$0	**$52,316**
CEMVR-OD	32,045	$1,025,368	$131,056	$105,403	$18,600	$8,840	**$1,289,267**
CEMVR-PA	482	$16,838	$0	$8,002	$0	$0	**$24,840**
CEMVR-PM	6,677	$279,076	$56,700	$36,325	$385	$0	**$372,486**
CEMVR-RE	1,499	$59,581	$17,667	$30,143	$0	$0	**$107,391**
CEMVR-RM	987	$41,573	$94,895	$21,555	$4,048	$0	**$162,071**
CEMVR-SO	41	$1,506	$0	$0	$0	$0	**$1,506**
TOTAL	**62,822**	**$2,284,942**	**$667,064**	**$363,607**	**$49,175**	**$14,342**	**$3,379,130**

Training Dollars to Total Labor Dollars

	FY00 (Actual)	FY01 (Actual)	FY02 (Budget)	FY03 (Projected)
METL $	$2,419,011	$2,627,850	$3,173,250	$3,379,130
LABOR	$53,226,204	$56,477,993	$58,827,005	$60,544,414
% OF LABOR	4.54%	4.65%	5.39%	5.41%



CorpsPath

- $213,547

Rock Island District Intranet

US Army Corps of Engineers
Rock Island District

Update
View

CorpsPath CEMVR Status

Office	Capable Workforce	Knowledge Management	Business Process	Corporate Relationships	Army Support
Suspense Date	24-Mar-02	7-Apr-02	2-Jun-02	30-Jun-02	30-Aug-02
MVR Suspense	Complete	Complete	Complete	Complete	Started
CD	Complete	Complete	Complete	Started	Started
CT	Complete	Complete	Complete	Started	Not Started
DE	Complete	Complete	Complete	Complete	Complete
ED	Complete	Complete	Complete	Complete	Complete
EE	Complete	Complete	Complete	Complete	Complete
EM	Complete	Complete	Complete	Complete	Started
IM	Complete	Complete	Complete	Complete	Complete
IR	Complete	Complete	Complete	Complete	Complete
LM	Complete	Complete	Started	Complete	Complete
OC	Complete	Complete	Complete	Complete	Complete
OD	Complete	Complete	Complete	Complete	Complete
OD-B	Started	Not Started	Not Started	Not Started	Not Started
OD-C	Complete	Complete	Complete	Complete	Complete
OD-I	Started	Not Started	Not Started	Not Started	Not Started
OD-M	Started	Not Started	Not Started	Not Started	Not Started
OD-P	Complete	Complete	Complete	Complete	Complete
OD-Q	Complete	Complete	Started	Not Started	Not Started
OD-R	Complete	Complete	Complete	Complete	Complete
OD-S	Complete	Complete	Complete	Complete	Complete
OD-T	Complete	Complete	Complete	Complete	Complete
PA	Complete	Complete	Complete	Complete	Complete
PM	Complete	Complete	Complete	Complete	Started
RE	Complete	Complete	Complete	Complete	Complete
RM	Complete	Complete	Complete	Complete	Complete
SO	Complete	Complete	Complete	Complete	Complete